UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS EASTERN DIVISION

LARRY A. ENGLISH,)	
Plaintiff,)	
vs.) No.	
BOYS AND GIRLS CLUB OF DUNDEE TOWNSHIP, INC.,)))	
Defendant.)	

COMPLAINT

EXHIBIT A

Case: 1:25-cv-00001 Document #: 3 Filed: 01/01/25 FFAGE 25 FFAGE 1002-06-2024 CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this **FFPA** 440-2024-04114 **EEOC** Illinois Department of Human Rights and FFOC State or local Agency, if any NAME (Indicate Mr., Ms., Mrs.) HOME TELEPHONE (Include Area Code) Mr. Larry A. English DATE OF BIRTH STREET ADDRESS CITY, STATE AND ZIP CODE 1982 NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.) NUMBER OF EMPLOYEES, MEMBERS TELEPHONE (Include Area Code) Boys an Girls Club of Dundee Township (847) 551-4309 101-200 CITY, STATE AND ZIP CODE STREET ADDRESS COUNTY 20 S. Grove Street, Suite #201, Carpenterville, Illinois 60110 Kane NAME TELEPHONE NUMBER (Include Area Code) STREET ADDRESS CITY, STATE AND ZIP CODE COUNTY CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA) LATEST (ALL) COLOR RELIGION 08/04/2023 02/01/2024 RETALIATION DISABILITY OTHER (Specify) CONTINUING ACTION ORIGIN Hostile Environment THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I was hired by the Respondent on May 25, 2023. From my employment I was subjected to a racial (African-American/black) and hostile work environment. After complaining of my treatment, I was terminated on February 1, 2024. I believe that I have been discriminated against based on my race and color in violation of Title VII of the Civil Rights Act of 1964 and Civil Rights Statute 1981. I want this charge filed with both the EEOC and the State or local Agency, if any. NOTARY - (When necessary for State and Local Requirements) I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their proceedures. I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. I declare under penalty of perjury that the foregoing is true and correct.

02/2/2024

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)

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BOYS AND GIRLS CLUB)	
OF DUNDEE TOWNSHIP, INC.,)	
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EXHIBIT B



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Chicago District Office 230 S Dearborn Street Chicago, IL 60604 (800) 669-4000

Website: www.eeoc.gov

DETERMINATION AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 10/03/2024

To: Mr. Larry A. English

Charge No: 440-2024-04114

EEOC Representative and email: SHANE CARPENTER

Investigator

shane.carpenter@eeoc.gov

DETERMINATION OF CHARGE

The EEOC issues the following determination: The EEOC will not proceed further with its investigation and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file a lawsuit based on this charge, please sign in to the EEOC Public Portal and upload the court complaint to charge 440-2024-04114.

On behalf of the Commission,

Digitally Signed By:Amrith Kaur Aakre 10/03/2024

Amrith Kaur Aakre District Director Cc: Maria Ramimrez Boys and Girls Club of Dundee Township 20 S. Grove Street, Suite 201 Carpentersville, IL 60110

Stephanie Jones Gordon Rees Scully Mansukhani 1 N FRANKLIN ST STE 800 Chicago, IL 60606

Michael T Smith Law Offices of Michael T Smith & Associates 10 N Martingale Road, Suite 400 Schaumburg, IL 60173

Please retain this notice for your records.